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FEB 1966

MEMORANDUM FOR: Executive Director-Comptroller
Deputy Director for Intelligence
Deputy Director for Plans
Deputy Director for Science and Technology
Deputy Director for Support

SUBJECT : Agency Recruitment -- Extension of Field Interviewing Program

1. This memorandum offers for your consideration and concurrence a proposal to involve Agency officials personally in the recruitment of outstanding candidates. The attached draft memorandum to all Office Heads suggests the rationale that motivates my interest in extending our field recruitment effort to incorporate, wherever possible, a second in-depth interview with the strong candidate, or the as-yet-uncommitted prospect.

2. The attached memorandum also indicates a simple procedure by which the Chief, Recruitment and Retiree Placement Division will be keying candidate interviews to the domestic travel that Agency officials already will be undertaking for their own components. In effect, we will be seeking to borrow some of the traveler's free time for the purpose of scheduling an interview that, in many cases, may go far toward favorably influencing the candidate to remain in the Agency's pipeline until he is cleared and hired.

4. Trial use of this approach has been highly effective. We are eager therefore to obtain your concurrence in a full scale effort as soon as possible. Please call me if you have any questions.

Emmett D. Echols
Director of Personnel

Attachment: A/E

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